

New Jersey Division on Civil Rights

If you believe you have been wrongfully discriminated against because of your **Race, Religion, Color, National origin, Disability, Age, Nationality, Ancestry, Marital status, Familial status, Genetic information, Service in the armed forces, Affectional or Sexual orientation or Sex**, remember:

New Jersey can help you!

Contact the office nearest you:

Atlantic City

26 S. Pennsylvania Avenue, 3rd Floor
Atlantic City, NJ 08401

(609) 441-3100 (Phone)
(609) 441-3578 (Fax)
(609) 441-7648 (TTY)

Camden

One Port Center
2 Riverside Drive, 4th Floor
Camden, NJ 08103

(856) 614-2550 (Phone)
(856) 614-2568 (Fax)
(856) 614-2574 (TTY)

Jersey City

574 Newark Avenue, 3rd Floor
Jersey City, NJ 07306
(201) 798-5168 (Phone)
Wednesday only

Newark

31 Clinton Street, 3rd Floor
Newark, NJ 07102

(973) 648-2700 (Phone)
(973) 648-4405 (Fax)
(973) 648-4678 (TTY)

Paterson

100 Hamilton Plaza, 8th Floor
Paterson, NJ 07501

(973) 977-4500 (Phone)
(973) 977-4511 (Fax)
(973) 977-1955 (TTY)

Trenton

140 East Front Street, 6th Floor
Trenton, NJ 08625-0090

(609) 292-4605 (Phone)
(609) 984-3812 (Fax)
(609) 292-1785 (TTY)

What does the Division on Civil Rights do?

The New Jersey Division on Civil Rights is the State's agency responsible for combating unlawful discrimination based on Race, Religion, Color, HIV/AIDS, National origin, Disability, Age, Nationality, Ancestry, Marital status, Familial status, Affectional or Sexual orientation, Sex, Lawful source of income, or Armed Forces status.

We are charged with eliminating illegal discrimination in employment, public accommodations, and housing by enforcing the New Jersey Law Against Discrimination and the NJ Family Leave Act.

We inform the public and enforce the law for all residents of New Jersey, all those employed in the state, and all those who use places of public accommodation: for example, those who rent apartments or purchase homes and are denied a rental or purchase solely because of their source of lawful income or rental subsidy, such as a Section 8 HUD voucher; those who have a disability and are not being reasonably accommodated; those who are considered too old, too young or otherwise too different for a job, a home or an accommodation for no lawful reason.

How a Complaint is Handled by the Division

When a complaint is filed with the Division, it is assigned to one of our professional investigators and management teams. The investigator serves the complaint to the individual or entity (respondent) alleged to have broken the law. Within 20 days of being served the complaint, the respondent must file an answer. We also offer the parties an opportunity to send the case to a trained, professional mediator as a way to provide for early dispute resolution.

The investigator assigned to the case will conduct a thorough investigation which may include interviews, document reviews, field visits, and the securing of medical and/or employment records. The result of the investigation will determine whether or not the allegations of discrimination have been substantiated and what routes are open to pursue the case.



To learn more,
visit our Web site at:
www.NJCivilRights.org



New Jersey Division on Civil Rights

The Division has a variety of ways it can help you face unlawful discrimination in New Jersey. Be it through training and educational outreach, Alternative Dispute Resolution or specialized investigative units, the Division has the means to help you.

Training Programs

In addition to enforcing the law, our mission is also to educate New Jersey's residents and businesses about New Jersey's Law Against Discrimination and Family Leave Act through specialized training programs.

We provide fee-based private training workshops throughout the state of New Jersey. These workshops help to eliminate unlawful discrimination and benefit everyone involved. They are an excellent resource for employers, employee unions, managers, property owners, advocacy groups and just about everyone else.

Private training workshops cover topics such as:

- *New Jersey Law Against Discrimination*
- *Sexual Harassment/Hostile Work Environment*
- *Diversity*
- *Disability Discrimination*
- *Housing Discrimination*
- *New Jersey Family Leave Act*
- *Public Accommodation Discrimination*
- *Employment Discrimination*

Contact the Division's Bureau of Prevention and Community Relations today, and learn how to define, recognize, and work to prevent incidents of unlawful discrimination and harassment.

Phone: (609) 292-2918
TTY: (609) 292-1785
Fax: (609) 777-0466
e-Mail: DCRTraining@lps.state.nj.us

Alternative Dispute Resolution through the Mediation Unit:

The New Jersey Division on Civil Rights' Mediation Program provides a simple and effective process for quickly resolving complaints filed with the Division. Mediation benefits both complainants and respondents as an alternative to the courts and costly Division investigations with its convenience, impartiality, speed and cost-effectiveness.

The Division has found that many of the complaints filed could be best resolved if the issues are addressed quickly. Because of the speed with which cases are scheduled and resolved through mediation, the Division recommends it for all who are honestly trying to settle their disputes.

Mediation is:

- *Free*
- *Confidential*
- *Impartial*
- *Fast*
- *Convenient*
- *Simple*
- *And you control the outcome!*

Special Investigation Units

For the first time, the Division has two special investigation units which focus attention and resources on areas of discrimination that are of vital importance:

Housing & MDRR: The *Housing/MDRR Special Investigations Unit* aggressively identifies and prosecutes patterns and practices of housing discrimination. It also ensures that apartment owners fully comply with rules requiring annual disclosure of the racial and ethnic composition of their tenants and leaseholders.

Disability: The *Disabilities and Public Accommodations Special Investigations Unit* investigates allegations of systemic discrimination affecting people with disabilities, especially in places of public accommodations.